

Engaging with Library Staff: Lessons from a Staff Assembly

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EAST CAROLINA UNIVERSITY

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Introductions

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What is Joyner Library's SHRA Assembly?

- ▶ SHRA Assembly is a monthly meeting for all library staff. We take time to discuss:
 - ▶ Director's & committee reports
 - ▶ Relevant concerns & ideas
- ▶ It is organized by the SHRA Executive Committee:
 - ▶ Secretary, President-Elect & President

History of the Assembly

- ▶ Assembled around 1999 to provide a voice to staff members
 - ▶ Faculty had one, but staff did not
 - ▶ Desire for communication with and among staff in library
- ▶ Charged with:
 - ▶ Discussing issues of concern
 - ▶ Sharing information among staff
 - ▶ Informing of educational opportunities
 - ▶ Providing opportunities for fellowship

Changing the Assembly Culture

➤ Goals for 2019-2020



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Lessons Learned

Successful initiatives

Difficult Discussions

- ▶ Budgets, Reclassifications and Parking...
- ▶ Positive – positive spins on negative topics
- ▶ Interactive – "hot topics" that got a lot of interest
- ▶ Impactful – timely concerns and solutions



Kudos

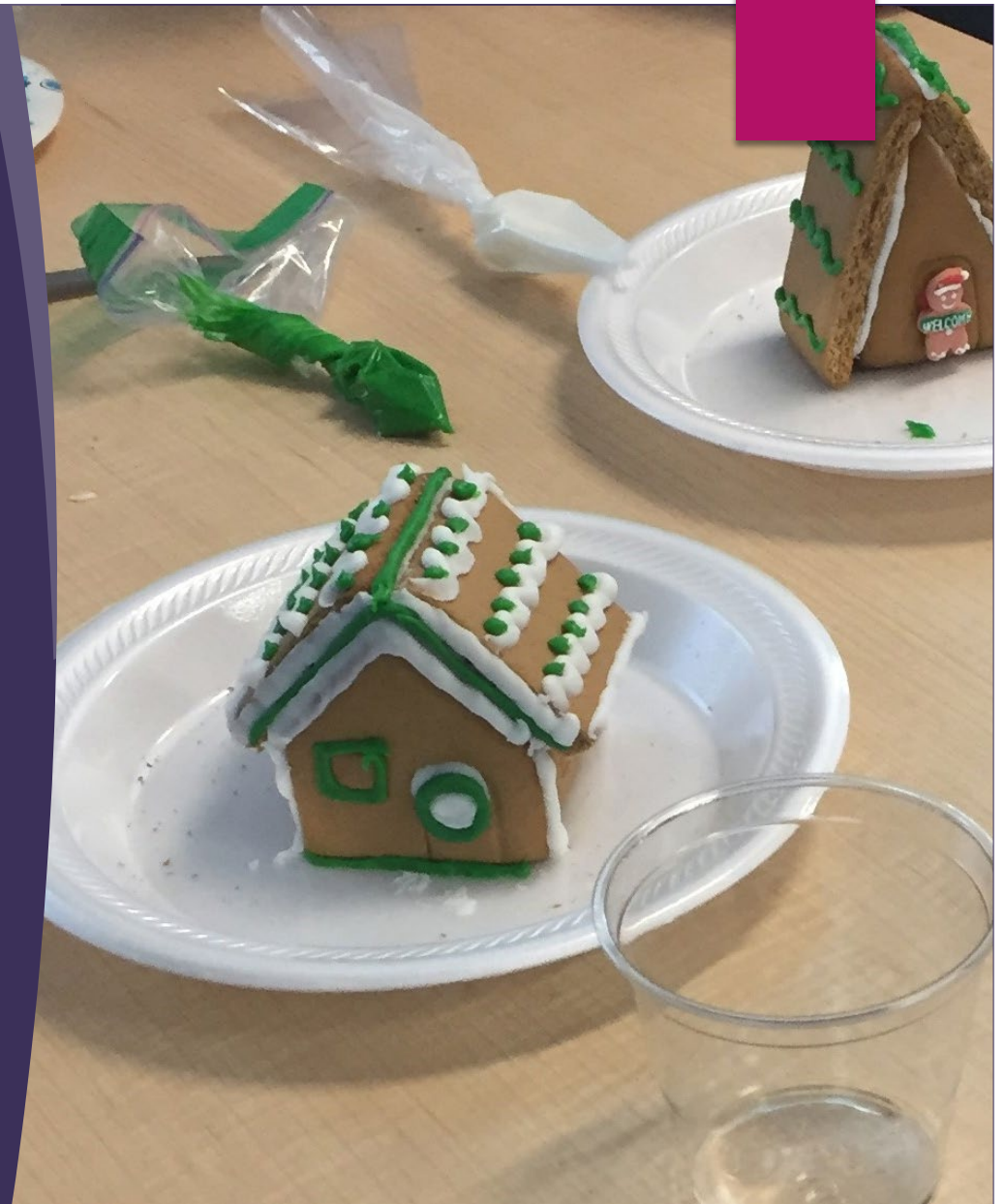
- ▶ A new start to the assembly



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Holiday Extravaganza

- ▶ A party?
- ▶ Positive – who doesn't love a party?!
- ▶ Interactive - team-building activities
- ▶ Impactful - increased team spirit across library departments



Resolutions for the New Year



Service

- ▶ Volunteering
- ▶ 'Make A Difference' Grant
- ▶ Stewardship Committee





Lessons Learned

Unsuccessful initiatives

Attendance

- ▶ Changes to increase:
 - ▶ Assembly times
 - ▶ Format of meeting
 - ▶ Snacks





Increasing Interaction...



Future Initiatives

WHERE DO WE GO FROM HERE?



COVID-19 Impact

- Keeping it positive
- Keeping it interactive
- Keeping it impactful

Committing to Action

- ▶ Taking a stand against:
 - ▶ Racism
 - ▶ Systems of Oppression
 - ▶ Inherent Bias
 - ▶ Social injustice
- ▶ Conversations ongoing





Reflections

- ▶ 1. Staff want to be part of the process.
- ▶ 2. Staff want to feel like their voice is heard.
- ▶ 3. Staff appreciate recognition of effort.
- ▶ 4. Staff want direct communication with leaders.



Questions?

Thank you for attending!

Contact us if you
have any more
questions!

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